

**Dov Zohar**  
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### **Academic Degrees**

B.A. - 1970, Department of Psychology, Bar-Ilan University, Israel.  
M.Sc. - 1972, Department of Psychology, University of Maryland, USA  
Ph.D. - 1975, Department of Psychology, University of Maryland, USA

### **Academic Appointments**

2014- Visiting Professor, School of Social Work, University of Southern California  
2012- Elected member of Technion Senate & Academic Steering Committee.  
2010- Academic Director, Master in Business Administration (MBA) program, Technion.  
2009-2010 Visiting Senior Scientist, LM Research Institute for Safety, Boston, Massachusetts  
2008- Full Professor, Faculty of Industrial Engineering and Management, Technion.  
2002-2008 Associate Professor, Faculty of Industrial Engineering and Management, Technion.  
2005-2006 Visiting Professor, Gallup Leadership Institute, College of Business Administration, University of Nebraska.  
2003-2005 Visiting Scientist, Institute for Work & Health, University of Toronto, Canada.  
2002-2012 Chair, Human Ethics Committee for Experiments with Human Subjects, Technion  
2000-2002 Program Chair, Behavioral Sciences, Faculty of Industrial Engineering and Management, Technion.  
1980-2002 Senior Lecturer, Faculty of Industrial Engineering and Management, Technion.  
1991-1992 Visiting Professor, School of Management, University of Calgary, Canada.  
1990-1991 Visiting Professor, Department of Psychology, University of Maryland, U.S.A.  
1983-1986 Director, Research Center for Human Factors and Work Safety, Technion Research Institute.  
1982-1984 Program Chair, Behavioral Sciences, Faculty of Industrial Engineering and Management, Technion.  
1980-1981 Research Fellow, The Tavistock Institute, London.  
1977-1979 Lecturer, Faculty of Industrial Engineering and Management, Technion.  
1975-1977 Research and Teaching Associate, Faculty of Industrial Engineering and Management, Technion.  
1970-1975: Research and Teaching Assistant, Department of Psychology, University of Maryland.

### **Editorial Activities**

2000-2012 Editorial Board: *Journal of Occupational Health Psychology*.  
2001-2012 Editorial Board: *Journal of Organizational Behavior*.  
2002-2009 Reviewer Panel: *Journal of Applied Psychology*.  
2004-2008 Editorial Board: *Anxiety, Stress & Coping*.

- 2004-2012 Consulting Editor: *Anxiety, Stress & Coping*.  
 2005-2009 Associate Editor: *Journal of Occupational Health Psychology*.  
 2007-2012 Editorial Board: *Personnel Psychology*.

### Honors and Rewards

- Jerome H. Ely Award for Outstanding Scientific Contribution to Human Factors - Human Factors Society, 1980.
- British Council Scholarship for Advanced Research - The British Council, London, 1980.
- Jerome H. Ely Award for Outstanding Scientific Contribution to Human Factors - Human Factors Society, 1981 (special citation for receiving the award a second time).
- Outstanding Lecturer Award - Technion – Israel Institute of Technology, 1996.
- Best Intervention Research Award – American Psychological Association (APA) & Centers for Disease Control (CDC), 2003.
- **Lifetime Career Achievement Award** in Occupational Health Psychology – American Psychological Association (APA) and CDC, 2008.
- Society of Industrial and Organizational Psychology (SIOP) **Fellow**, 2008.
- Best Intervention Research Award – American Psychological Association (APA) & Centers for Disease Control (CDC), 2013 (special citation for receiving the award a second time).

### Journal publications

1. Zohar, D., "Amount and Order of Redundancy as Determinants of Tracking Performance", *Journal of Motor Behavior*, 6, 165-178, 1974.
2. Zohar, D., "Characteristics of Work Accidents in Israel's Industry", *Labour and National Insurance*, 27 (10), 319-322, 1975.
3. Melzer, R., Martin, J., Mills, C. & Zohar, D., "Reaction Time to Temporally Displaced Phoneme Targets in Continuous Speech", *Journal of Experimental Psychology: Human Perception and Performance*, 2, 277-290, 1976.
4. Zohar, D., "Why do we Bump into Things while Walking", *Human Factors*, 20, 671-679, 1978.
5. Zohar, D., Cohen, A. & Azar, N., "Promoting Increased Use of Ear Protectors in Noise through Information Feedback", *Human Factors*, 22, 69-79, 1980.
6. Zohar, D., "Safety Climate in Industrial Organizations: Theoretical and Applied Implications", *Journal of Applied Psychology*, 65, 96-102, 1980.
7. Zohar, D., "Promoting the Use of Personal Protection Equipment by Behavior Modification Techniques", *Journal of Safety Research*, 12, 78-85, 1980.
8. Zohar, D. & Fussfeld, N., "A Systems Approach to Organizational Behavior Modification", *International Review of Applied Psychology*, 30, 491-505, 1981.
9. Zohar, D. & Fussfeld, N., "Modifying Earplug Wearing Behavior by Behavior Modification Techniques: An Empirical Evaluation", *Journal of Organizational Behavior Management*, 3, 41-52, 1981.
10. Zohar, D. & Spitz, G., "Expected Performance and Perceived Exertion in a Prolonged Physical Task", *Perceptual and Motor Skills*, 52, 975-984, 1981.

*Note: A decade of publication gap due to medical condition*

11. Zohar, D., "Analysis of Job Stress Profile in the Hotel Industry", *International Journal of Hospitality Management*, 13, 219-231, 1994.

12. Zohar, D., "The Justice Perspective of Job Stress", *Journal of Organizational Behavior*, 16, 487-495, 1995.
13. Zohar, D., "Predicting Burnout with a Hassle-Based Measure of Role Demands", *Journal of Organizational Behavior*, 18, 101-115, 1997.
14. Zohar, D., "An Additive Model of Test Anxiety: Role of Exam-Specific Expectations", *Journal of Educational Psychology*, 90, 330-340, 1998.
15. Barkan, R., Zohar, D. & Erev, I., "Accidents and Decision-Making Under Uncertainty: A Comparison of Four Models", *Organizational Behavior and Human Decision Processes*, 74, 118-144, 1998.
16. Zohar, D., "When Things Go Wrong: The Effect of Daily Work Hassles on Effort Exertion and Negative Mood", *Journal of Occupational and Organizational Psychology*, 72, 265-283, 1999.
17. Zohar, D. & Dayan, I., "Must Coping Resources Be Severely Limited During Stressful Events: Testing the Interaction Between Primary and Secondary Appraisals", *Anxiety, Stress, and Coping*, 12, 191-216, 1999.
18. Zohar, D., "A Group-level Model of Safety Climate: Testing the Effect of Group Climate on Micro-accidents in Manufacturing Jobs", *Journal of Applied Psychology*, 85, 587-596, 2000.
19. Epstein, R., Tov, N., Zohar, D. & Lavie, P., "Sleep-Wake Cycles of Medical Residents Working Extended Shifts", *Zeitschrift für Arbeitswissenschaft*, 54, 324-330, 2000.
20. Zohar, D., "Modifying Supervisory Practices to Improve Sub-unit Safety: A Leadership-based Intervention Model", *Journal of Applied Psychology*, 87, 156-163, 2002.
21. Zohar, D. & Brandt, Y., "Relationships between Appraisal Factors during Stressful Encounters: A Test of Alternative Models", *Anxiety, Stress, and Coping*, 15, 149-161, 2002.
22. Zohar, D., "The Effects of Leadership Dimensions, Safety Climate, and Assigned Priorities on Minor Injuries in Work Groups", *Journal of Organizational Behavior*, 23, 75-92, 2002.
23. Zohar, D. & Luria, G., "Safety Climate, Teamwork, and Leadership: Three Factors of Combat Readiness in Field Units", *IDF Maarachot* (Hebrew), 382, 64-71, 2002.
24. Zohar, D., Livne, Y. & Fine, J., "The Effect of Stress on Linguistic Parameters of Public Speech", *Anxiety, Stress, and Coping*, 16, 293-306, 2003.
25. Zohar, D. & Luria, G., "Organizational Meta-Scripts as a Source of High-Reliability: The Case of an Army Armored Brigade", *Journal of Organizational Behavior*, 24, 837-859, 2003.
26. Zohar, D., Tzischinski, O., & Epstein, R., "Effects of Energy Availability on Immediate and Delayed Emotional Reactions to Work Events", *Journal of Applied Psychology*, 88, 1082-1093, 2003.
27. Zohar, D. & Luria, G., "The Use of Supervisory Practices as Leverage to Improve Safety Behavior: A Cross-level Intervention Model", *Journal of Safety Research*, 34, 567-577, 2003.
28. Zohar, D. & Luria, G., "Climate as a Social-cognitive Construction of Supervisory Safety Practices: Scripts as Proxy of Behavior Patterns", *Journal of Applied Psychology*, 89, 322-333, 2004.
29. Luria, G. & Zohar, D., "Safety Leadership as a Tool for Human Resources Managers", *Human Resources* (Hebrew), 18, 28-35, 2005.
30. Zohar, D. & Luria, G., "A Multilevel Model of Safety Climate: Cross-level Relationships between Organization and Group-level Climates", *Journal of Applied Psychology*, 90, 616-628, 2005.

31. Zohar, D., Tzischinski, O., Epstein, R., & Lavie, P., "Effect of Sleep Adequacy on Emotional Reactions to Work Events: A Cognitive-Energy Model", *Sleep*, 28, 47-54, 2005.
32. Zohar, D., "On the Vicissitudes of the Study of Workaholism: A Construct at a Crossroad", *Career Development International*, 11, 478-482, 2006.
33. Zohar, D. & Erev, I., "On the Difficulty of Promoting Workers' Safety Behavior: Overcoming the Underweighting of Routine Risks", *International Journal of Risk Assessment & Management*, 7, 122-136, 2007.
34. Zohar, D., Livne, Y., Tenne, O., Admi, H., & Donchin, Y., "Nursing Climate Scale: A Tool for Measuring and Improving Safety", *Critical Care Medicine*, 35, 1312-1317, 2007.
35. Snir, R. & Zohar, D., "Workaholism as Discretionary Time Investment at Work: An Experience Sampling Study", *Applied Psychology: An International Journal*, 57, 109-127, 2008.
36. Zohar, D., "Safety Climate and Beyond: A Multi-level Multi-climate Framework", *Safety Science*, 46, 376-387, 2008.
37. Luria, G., Zohar, D., & Erev, I., "The Effect of Visibility on Effectiveness of Supervisory-based Interventions", *Journal of Safety Research*, 39, 273-280, 2008.
38. Zohar, D. & Tenne-Gazit, O., "Transformational Leadership and Group Interaction as Climate Antecedents: A Social Network Analysis", *Journal of Applied Psychology*, 93, 744-757, 2008.
39. Zohar, D., "Thirty Years of Safety Climate Research: Reflections and Future Directions", *Accident Analysis and Prevention*, 42, 1517-1522, 2010.
40. Zohar, D. & Luria, G., "Group Leaders as Gatekeepers: Testing Safety Climate Variations across Levels of Analysis", *Applied Psychology*, 59, 647-673, 2010.
41. Kines, P., Andersen, L.P., Dyreborg, J., & Zohar, D., "Improving construction site safety through leader-based verbal safety communication", *Journal of Safety Research*, 41, 399-406, 2010.
42. Huang, Y., Zohar, D., Robertson, M., Garabet, A., Lee, J. & Murphy, L. Development and Validation of Safety Climate Scales for Lone Workers using Truck Drivers as Exemplar. *Transportation Research Part F: Traffic Psychology and Behavior*, 17, 5-19, 2013.
43. Huang, Y., Zohar, D., Robertson, M., Garabet, A., Murphy, L. Lee, J. Development and Validation of Safety Climate Scales for Mobile Remote Workers using Electrical Utility Workers as Exemplar. *Accident Analysis and Prevention*, 59, 76-86, 2013.
44. Zohar, D., & Polachek, T. "Discourse-based Intervention for Modifying Supervisory Communication as Leverage for Safety Climate and Performance Improvement: A Randomized Field Study". *Journal of Applied Psychology*, 99, 113-124, 2014.
45. Zohar, D., Huang, Y.H., Robertson, M., & Lee, J. "A Mediation Model Linking Dispatcher Leadership and Work Ownership with Safety Climate as Predictors of Truck Driver Safety Performance". *Accident Analysis and Prevention*, 62, 17-25, 2014.

### **Book Chapters**

46. Zohar, D., "Safety Climate: Conceptual and Measurement Issues". In: J. Quick & L. Tetrick (Eds.), *Handbook of Organizational Health Psychology*. Washington, D.C.: American Psychological Association, 2003, pp. 123-142.
47. Zohar, D., "The Influence of Leadership and Climate on Occupational Health and Safety". In: D. Hofman & L. Tetrick (Eds.), *Health and Safety in Organizations:*

- A Multilevel Perspective*. San Francisco, CA: Jossey-Bass Frontiers Book Series, 2003, pp. 201-230.
48. Zohar, D., "Work Safety". In: C. Spielberger (Ed.), *Encyclopedia of Applied Psychology* (Vol. 3). San Diego, CA: Academic Press, 2004, pp. 719-724.
  49. Livne, Y. & Zohar, D., "Nursing Safety Climate: A Model and Measurement Scale". In: Y. Donchin & D. Gopher (Eds.), *Around the Patient Bed: Human Factors and Safety in Health Care*. Oxford: Taylor & Francis, 2013, pp. 241-262.
  50. Zohar, D., "Safety Climate: Conceptual and Measurement Issues". In: J. Quick & L. Tetrick (Eds.), *Handbook of Organizational Health Psychology* (2<sup>nd</sup> Ed.). Washington, D.C.: American Psychological Association, 2011, pp. 141-164.
  51. Zohar, D. & Hofmann, D., "Organizational Culture and Climate". In: S. Kozlowski (Ed.), *Handbook of Industrial and Organizational Psychology*. New York, NY: Oxford University Press, 2012, pp. 643-666.
  52. Zohar, D., "Safety climate". In: B. Schneider & Barbera, K. (Eds.), *Oxford Handbook of Organizational Culture and Climate*. New York, NY: Oxford University Press, 2014, pp. 317-334.

#### **Invited conference talks or keynote addresses (last 10 years)**

- The National Occupational Injury Research Symposium*, Pittsburgh, 2003.  
Zohar, D., The Use of Supervisory Practices as Leverage for Improving Safety Behavior (**Award-winning Plenary for Best Intervention Research Award**).
- The British Psychological Society- Occupational Psychology Section Annual Conference, Stratford-Upon-Avon, 2004.*  
Zohar, D. Safety Climate and the Supervision-based Safety (SBS) Intervention Model.
- The 22<sup>nd</sup> Annual Conference of the Nova Scotia Safety Council*, Halifax, 2004.  
Zohar D. & Stuewe, D., Safety Climate as Key for Understanding and Improving Safety in High-risk Companies.
- The 33<sup>rd</sup> Annual Conference of the Canadian Occupational Nurses Association*, Hamilton, Canada, 2004.  
Zohar, D. Improving the Safety Climate in the Workplace.
- The Annual Symposium of the University of California's Center for Occupational Health*, Berkeley, CA, 2004.  
Zohar, D. The Role of Management in Promoting a Positive Safety Climate.
- The 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)*, Chicago, 2004.  
Zohar, D. Organizational Climate with Safety Climate as Exemplar (**Master Tutorial**).
- The Nordic Workshop on Occupational Safety Climate Intervention Research*. Copenhagen, 2004.  
Zohar, D. Safety Climate: Theory, Methodology, and Intervention.
- The Bi-Annual Conference of the Association of Workers Compensation Boards of Canada*, Vancouver, 2005.  
Zohar, D. Can Safety Culture be Changed and Will it Make an Observable Impact?
- Annual Conference of the CEO Safety Leadership Charter*, Toronto, 2006.  
Zohar, D. Safety: It's the Reward System, Stupid.
- The 4<sup>th</sup> International Conference on Occupational Risk Prevention*, Seville, 2006.  
Zohar, D. Safety Climate: Theory, Methodology, and Intervention.
- Integrated Management Systems Forum*, Barcelona, 2007.  
Zohar, D. Management values, management leadership, and safety climate.
- Summit on Occupational Safety Culture and Climate*, Copenhagen, 2007.

Zohar, D., Are we any closer to identifying a link between safety climate and culture?

*Work, Stress and Health Bi-annual Conference*, Washington, DC, 2008.

Zohar, D., Safety Climate and Culture: Past, Present, and Future  
**(Award-winning Plenary for Lifetime Achievement Award)**

*European Association of Work & Organizational Psychology Congress*, Santiago, Spain, 2009. Developing a conceptual model for safety climate.

*Israel Organizational Behavior Conference*, Tel Aviv, Israel, 2011.

Zohar, D., Work Ownership as a Foundation Climate for Relational and Safety but not Ethical Climates.

*Organizational Health Psychology Meeting*, Portland, Oregon, 2012.

Zohar, D., Safety Climate: Theory, Measurement, and Improvement.

*European Association of Work & Organizational Psychology Congress*, Munster, Germany, 2013.

Zohar, D., Safety Climate: Theoretical Developments and New Intervention Strategies.

*Work, Stress and Health Bi-annual Conference*, Los Angeles, CA., 2013.

Zohar, D., Supervisory Messages as Leverage for Safety Climate Improvement.  
**(Award-winning Plenary for Best Organizational Intervention Award)**

*Occupational Risk Prevention*, Zaragoza, Spain, 2014.

Zohar, D., Safety Climate Improvement: Using Daily Supervisory Communication with Workers as Leverage for Change.